

CHURCH PROFILE FORM

Church Information:

Name: Church of the Servant CRC

Location of church [City, State/Province]: Grand Rapids, MI

Classical Church Counselor: Rev. Steve DeVries, Plymouth Heights CRC

Search Committee Contact:

Name: Eve Clayton

Home: 616-459-8451 Cell: 616-446-1642 Work: same as cell

Email address: cospastorsearch@gmail.com

Community Setting:

| <u>Location</u> | <u>Function</u> | <u>Growth</u> |
|-----------------|----------------------|---------------|
| Rural | ✓ Industrial | ✓ Growing |
| Small Town | ✓ College/University | Static |
| ✓ Metropolitan | Agricultural | Declining |
| ✓ Suburban | Recreational | |
| Inner City | Military | |
| Small City | Bedroom Community | |

Approximate population of community: Grand Rapids: 200,000; metro area: 1 million

Church Profile:

We are open to:

☒ Male and Female pastors

☐ Female pastors only

☐ Male pastors only

List all staff positions:

Interim Pastor

Minister of Faith Formation

Minister of Congregational Life

Minister of Worship

Resident Pastor

Minister of Administration

Facility Coordinator

Treasurer

Assistant Treasurer

Worship Assistant

Communications Coordinator

Office Coordinator

Children's Ministry Coordinator

Nursery Supervisor

Position Available: Pastor

Date of vacancy: 09/01/2016

General position description:

See position profile document posted at www.coscrc.org/pastorsearch

☒ Full-time

☐ Part-time

Bi-vocational position?

☐ Yes

☒ No

Number of years preferred of ministry experience of potential candidate: 5 years, ordinarily

Required languages:

English is the only required language, but other language background could also be helpful.

Church Demographics:

Profile of church members: (data pulled from our church database)

Membership: 900+

Age:

| | | | | | | | |
|-----|-----------|-----|-----------|-----|-----------|----|-----------|
| 15% | age 0-11 | 13% | age 12-18 | 8% | age 19-24 | 9% | age 25-34 |
| 17% | age 35-49 | 18% | age 50-64 | 20% | age 65+ | | |

Occupation:

| | | | | | | | |
|----|-------------|-----|--------------|----|---------|-----|---------------------|
| 5% | Business | 68% | Professional | 1% | Trades | 1% | Stay-at-home parent |
| 0% | Agriculture | 20% | Retired | 5% | Student | __% | Other |

Percentage of members belonging to the congregation:

| | |
|-------------------|-----|
| Less than 5 years | 13% |
| 5-10 years | 16% |
| 10 or more years | 71% |

Racial/Ethnic composition of congregation and surrounding community:

Church of the Servant is a diverse congregation, though the majority of our members are of northern European descent. Approximately 12% of our members are people of color. Many of these members are new immigrants to the United States who worship in our Basic English Service; several were introduced to our church through our English as a Second Language program.

Many immigrant families from around the world live in the Camelot Woods apartment community across the street, which provides subsidized housing to a racially and ethnically diverse population (approximately 80% non-white).

Composition of congregation:

Mono-Cultural
✓ Multi-Cultural
Specific Ethnicity (specify:_____)

List the last three persons in this position:

1. Jack Roeda, 1983-2016
2. John Vriend, 1974-1982
3. n/a

Worship:

How are members involved in planning and participation in the liturgy/worship?

Members are involved in worship in both public and behind-the-scenes ways. Behind the scenes, we have 10 to 12 members with gifts in music, dance, writing, theater, and theology who are part of the worship team. The group plans liturgies, discusses worship questions that arise, and carries out decisions made within the group.

On Sunday mornings, members lead as liturgists, scripture readers, and leaders of intercessory prayer. Members and regular attenders also contribute their artistic gifts to public worship by participating in our musical and liturgical dance ensembles, as well as through the visual arts displayed in the sanctuary and in our printed liturgies. The congregation participates in public worship by singing and by reading the responsive texts included in the liturgy.

Members are encouraged to participate in music ensembles that fit their gifts and passions. These include:

- Joyful Noise Orchestra—a string, wind, and brass orchestra open to instrumentalists of all ages and with a wide range of skill levels
- Guitarchestra—a group of 5 to 10 guitarists, plus mandolin, accordion, and fiddle
- Choir
- Other ad hoc groups—COS has a longstanding tradition of inviting members to make the musical selections for Sunday worship. Today we have about three volunteer music planners in addition to the minister of worship. These people take turns leading music using an ensemble that fits the sound the musical selections call for.

Describe the worship services in your church:

COS seeks to proclaim the good news of the Lord Jesus Christ with worship that is catholic, celebrative, and participatory, so that the faithful will be nourished and so that the seeker may encounter in worship the living Lord. For more information about our worship, see these two pages: <http://www.churchoftheservantcrc.org/worship/about-our-worship/> and <http://www.churchoftheservantcrc.org/worship/worship-at-cos-frequently-asked-questions/>

Since 2009, we have had two parallel worship services each Sunday morning: the Standard English Service, which meets in our main sanctuary, and the Basic English Service, which meets in a fellowship room. Learn more about our Basic English Service here: <http://www.churchoftheservantcrc.org/worship/basic-english-service/>

Describe the discipleship practices in your church for all ages of members and attenders:

We seek to welcome all people at Church of the Servant into an open, caring, and accepting community that promotes our mission of being and making disciples of Jesus Christ. Discipleship occurs both in the traditional spiritual disciplines and in the routines of care and community that form COS into a worshipping body.

Every Sunday we call the children to the front of the worship space and say to them, “May the Word of the Lord grow in your hearts.” A variety of children’s ministries are in place to help make this happen: <http://www.churchoftheservantcrc.org/education/childrens-ministry/>

Our youth programs are split into middle school (grades 7 and 8) and high school groups. The goal is to help students nurture Christian faith through college and into adulthood through attention to Scripture, prayer, worship, service, and fellowship. The programs include youth from both our Standard English Service and our Basic English Service. Find youth program details here: <http://www.churchoftheservantcrc.org/youth-ministry/>

Youth and adults alike have the opportunity to participate in a variety of faith formation and congregational life ministries that support discipleship, including:

- Sunday school classes
- Adult education
- Wednesday night dinners (before the evening’s programs and activities)
- Households and other small groups
- Book and Bible studies
- Prayer groups
- Program for college-age members and attenders

Find ministry details here:

<http://www.churchoftheservantcrc.org/education/adult-ministry/>
<http://www.churchoftheservantcrc.org/congregation/>

Central to our discipleship is how we are shaped around the communion table and how that shaping extends to the practices that form our common life together, from cradle to grave. For example, we are disciplined through the care we extend to our members and friends via the parish care teams ... by making food for congregational meals ... by providing meals to a family following the loss of a loved one or the birth of a child ... by playing together on church recreation teams ... through our efforts at creation care ... through purposeful inclusion of diverse peoples and paying attention to the life of the city around us.

We are particularly interested in providing opportunities to support the human needs that arise in different life stages, and in helping to address human struggles that arise in our ministry context. One example is the recent formation of a dementia caregiver support group.

Building/Financial:

Present annual budget: \$1,366,726

Last year's annual budget: \$1,321,950

Percentage of financial obligations met (last complete year reported):

Budget: 95.5%

Denominational Ministry Shares: 87.9%

Classical Ministry Shares: 100%

Amount contributed above budget and ministry shares:

Specify (optional):

In the last complete year reported, \$396,611 was contributed outside of the general fund budget for causes such as the capital campaign, faith promise missionary support, benevolence fund, and other.

Facilities

Church of the Servant has a modern, light-filled building with the main worship space as its focal point. The original part of our building was dedicated in 1994, and a newer part was added in 2006. See our Facilities page for a floor plan, photos, a timeline, an explanation of the architectural concept, and more: <http://www.churchoftheservantcrc.org/about/facilities/>

| | | |
|--|---|-----------------------------|
| Are your buildings adequate for your ministries? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
|--|---|-----------------------------|

If no, please explain:

| | | |
|----------------------------------|------------------------------|--|
| Is a building program projected? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
|----------------------------------|------------------------------|--|

If yes, describe what and when:

| | | |
|----------------------------------|------------------------------|--|
| Does the church own a parsonage? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
|----------------------------------|------------------------------|--|

Location of office or study:

Within the church building; the pastor has a private office connected to main office area.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area: ☒ Yes No

If other, please specify:

The average annual increase for this position over the past three years is:

\$ _____ or 2%

Housing:

- ☒ Housing allowance
- Parsonage only
- Either of the above

Benefits and expenses:

- ☒ Pension
- ☒ Medical insurance
- ☒ Life insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/mileage
- ☒ Continuing Education funds
- Continuing Education time allotted
- ☒ Sabbatical policy in place
- ☒ Annual vacation (# weeks) at least 3
- Other (please specify) _____

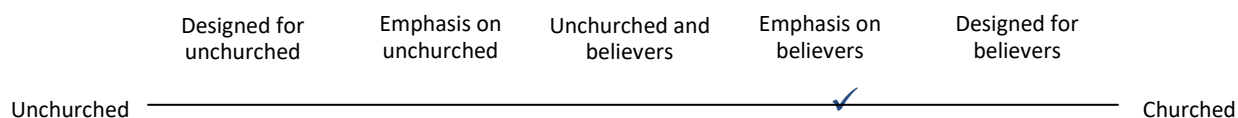
Church Characteristics:

[Check which one(s) are closest to your church's characteristics]

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



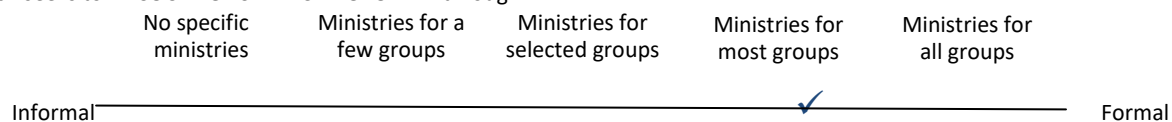
In our church, the STYLE OF MUSIC used in the worship service is



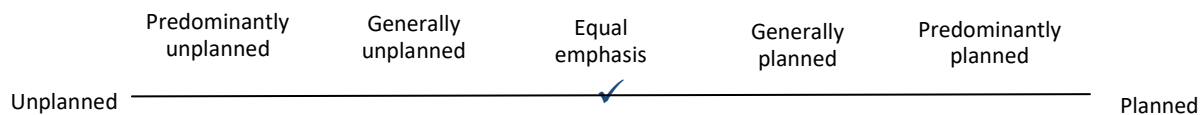
In our church, LEADERSHIP is generally provided by the



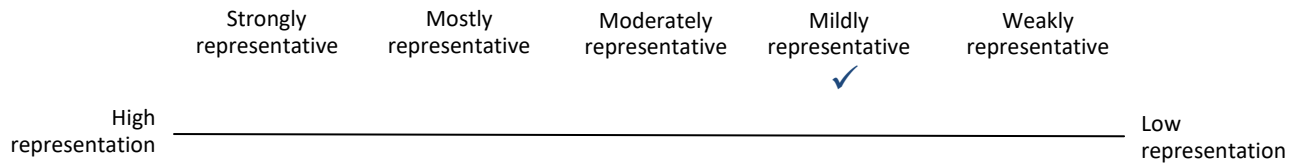
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



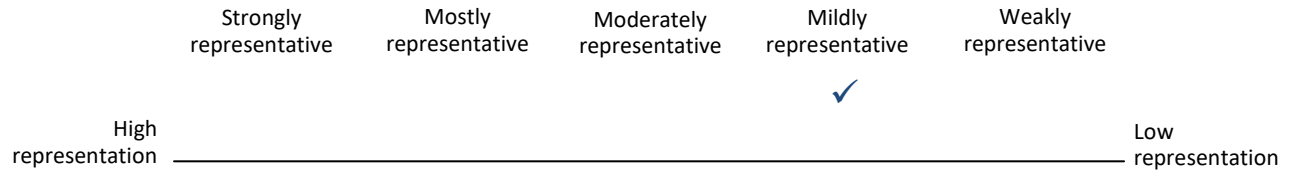
In our church, EVANGELISM STRATEGIES AND METHODS are



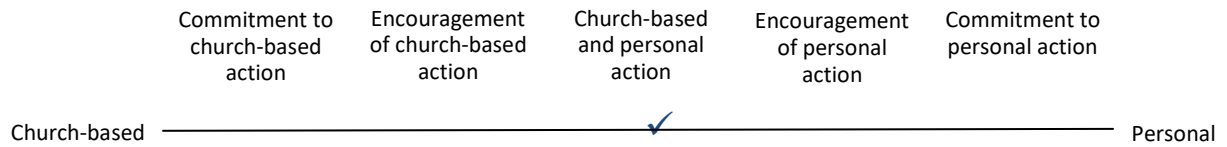
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

Do you have a recently articulated mission/vision for ministry? ✓Yes No

Our Mission (Revised 2012)

We are a diverse community of Christ's servants, a home for God's children, and a prism for God's light in liturgy and life. As children of the light, we desire:

- to participate in worship that is Reformed and liturgical, historic and modern, local and global.
- to prepare people for service by nurturing their gifts and encouraging them to grow in discipleship.
- to create a fellowship where the burdened and suffering will find support and comfort, where the alienated will be accepted, and where those seeking God will be shown the way.
- to present Christ to others by showing God's love in Jesus for the world and promoting justice and peace for our neighbors near and far.

Our Vision

Church of the Servant Christian Reformed Church was organized more than 40 years ago, in 1973, as a small group with a vibrant vision for ministry and fellowship. This vision has taken shape in wonderful and unexpected ways, so that today we are...

- a large, intergenerational family of God gathered around Word and sacrament – one that celebrates the Lord's Supper in all Sunday morning worship services and closely follows the liturgical calendar.
- an increasingly diverse community that seeks to do justice and love mercy within our walls, in our neighborhood, and through ministry partnerships worldwide.
- people on a journey, seeking to fulfill our shared mission of being and making disciples.

Source: <http://www.churchoftheservantcrc.org/about/>

In what ways does your church participate in ecumenical activities?

A good recent example of ecumenical activity is Church of the Servant's involvement in the formation of Camelot Community Partners, a coalition of five diverse area churches and two other organizations that want to work together in reaching out to residents of our neighborhood, many of whom are lower-income and immigrant families. Partner churches work together on community events such as ice cream socials, potluck meals, Vacation Bible School, prayer walks, basketball camp, and a summer BBQ.

For several years we've also worked in partnership with two other CRCs in the city to present Understanding Racism workshops and promote other anti-racism work. For more information, see <http://www.cornow.org/>.

Extending beyond Christian communities of faith, our church has also engaged in dialogue and opportunities for fellowship and relationship building with members of a local Bosnian Muslim mosque.

In addition to organized congregational efforts, many of our members are active in a variety of local, national, and global ecumenical ministries and non-profit organizations.

Reflect on your strengths/gifts as a church:

- Church of the Servant has dozens of volunteer leaders who have initiated and continue to guide a wide variety of programs and ministries.
- God has blessed us with countless talented, passionate people with gifts and expertise to share in many areas: art, music, dance, centering prayer, liturgy, faith formation, discipleship, administration, various academic disciplines, and more.
- We have developed a rich, meaningful, participatory approach to worship that is, in the words of our worship mission statement, “Reformed and liturgical, historic and modern, local and global.”
- We have a talented, dedicated team of ministry staff and support staff, introduced here: <http://www.churchoftheservantcrc.org/about/staff/>. Through a grant-funded pastoral residency program, we have also hosted and mentored a series of 15 pastors in their first two years after seminary.
- We have a solid children’s ministry program, including nursery, children’s worship/Little Lambs, Sunday school, Wednesday night clubs, youth groups for middle school and high school, and VBS.
- We have strong connections with students and professors from Calvin College, Calvin Theological Seminary, and other educational institutions.
- We are well equipped to be the hands of God to refugees, new immigrants, college students, and others who pass through our doors by providing sanctuary and nourishment while they are with us, whether their time here is a few months or many years. For program details, see the descriptions of these ministry areas:
<http://www.churchoftheservantcrc.org/congregation/>
<http://www.churchoftheservantcrc.org/outreach/>
<http://www.churchoftheservantcrc.org/education/>

Reflect on your passions as a church:

- Liturgy in worship plays a key role in our identity as a church. We treasure the way that we worship, the diversity of music and dance and art that enhances the liturgy, and the participatory community that our worship nurtures.
- We are passionate about celebrating the Lord’s Supper weekly, and we find joy and beauty in involving children in Communion.
- We value solid, thoughtful biblical preaching.
- We are passionate about affirming people’s talents and welcoming their participation in the life of the church regardless of age, gender, or background.
- We have a long history of working for peace, mercy, and justice, in ways that include:
 - Refugee resettlement—work that began in 1975 and continues today
 - Prison ministry and reentry support—including support for Celebration Fellowship CRC, a prison congregation (<http://celebrationfellowshipcrc.com/>) and helping to launch Criminal Justice Chaplaincy 37 years ago
 - English as a Second Language classes

- Elementary school mentoring
- Mobile and stationary food pantries
- Community gardening
- Creation care initiatives
- Community partnerships
- Missionary support
- We value times of fellowship in households and over meals, and we love the intergenerational and intercultural connections those opportunities promote.
- We value and are committed to maintaining two unique worship services, the Basic English Service and the Standard English Service. We deeply desire to foster closer connections between these two worshiping communities, and are exploring new ways of doing so.
- We embrace discussions of complex topics, such as the immigration reform and the Sanctuary Movement or the relationship of faith and science. (For details, see Faith and Science: A Dialogue: <http://www.churchoftheservantcrc.org/education/adult-ministry/faithandscience/>). We have also hosted Sunday evening discussions for skeptics.

List specific problems with which your congregation struggles:

- As servants of Christ, we see serving our community as an important part of our life together. We value our support of missionaries and prisoners, hospitality to refugees and new immigrants, work with neighborhood groups, and so on. One concern is that the resources for our many service programs are shrinking as volunteer involvement declines and budgets are stretched. We want to maintain our commitment to meeting the needs of the underserved, but we've begun relying more heavily on staff to get things done. Another concern is that sometimes we have differing ideas about what justice should look like for various groups.
- Many members and attenders long for deeper spiritual intimacy and community. Some express this longing as nostalgia for the early days of our congregation, when everyone knew each other's joys and struggles and regularly prayed for one another's needs. Others seek a safe place for vulnerability in faith, a place where we can encourage each other and hold one another accountable for spiritual growth. Woven throughout is a desire for renewed attention to the spiritual discipline of prayer.
- We know that our church is sometimes perceived as unfriendly to newcomers, and we struggle to be consistently open and welcoming.
- Understandably, we have feelings of uncertainty at this time in our journey about what the future of COS will be. We seek a balance between old expectations and new realities, between founding principles and current energies, between what God has done through us in the past and how God plans to use us to further the kingdom in the future.

What has been the most interesting and challenging event in the life of your church in the last three years?

Over the past three years, our congregation has experienced multiple staff transitions:

- Our youth and young adult director left to focus on seminary full time. Our minister of faith formation then adjusted her role to take on youth leadership, and we hired a part-time coordinator to take over some of the children's ministry tasks.
- We welcomed a new resident pastor (and commissioned his predecessor as a missionary).
- Our church secretary of 25-plus years retired. We have since welcomed a new office coordinator to fill that role.
- Our longtime congregational life minister retired. Before she stepped down, she spent time mentoring the person who took her place.
- Our senior pastor of 33 years retired, and we're now in a transition time that allows for two or more interim pastors.
- Our minister of worship left to focus on composing, writing, and speaking. We have since hired an interim minister of worship from within the congregation.

Some of these changes were planned; others were unexpected. While some of the transitions are complete, others are still in process, and a feeling of change remains in the air. Council, staff, and other leaders have worked hard to help us all navigate the change with care. An important part of this was the Crossing Over discernment process, described in the next answer.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

In 2015 and 2016, COS engaged in a process of discernment about our future congregational mission and ministry. This communal discernment process was intended to help us discover what God wanted for our church, not to create a strategic plan. Initiated by our church council, the process was prompted by the planned September 2016 retirement of our longtime senior pastor and other staffing changes. The process, called Crossing Over, was led by a six-member steering team with assistance from the consulting group Church Innovations. In May 2016, the steering team published "Our Community Covenant," a document summarizing what emerged from the Crossing Over conversations and listening sessions. Included are 10 foundational statements, which—the team discovered—reflect many of the goals established when COS was founded in 1973.

These 10 statements are not a set of measurable goals but rather a declaration of intent for how we hope to live together. They are the context in which we see ourselves working on new initiatives, projects, and goals. Here are these 10 statements:

1. It is our hope and intent that, on the basis of an understanding of the history and fundamental character of Christian liturgy, we can worship with joy and vitality, including weekly celebration of Communion.
 - *We value worship that is artistic, creative, inclusive, intentional, meaningful, and participatory.*

2. It is our hope and intent that the unique gifts of all people will play an essential role in the functioning of the church.
 - *We recognize the talents and offerings of all ages, genders, and backgrounds as valuable contributions to worship and service in the church.*
3. It is our hope and intent that children and youth will actively participate at their level in the life of the church.
 - *We commit to providing the next generation with meaningful opportunities to deepen and express their faith through worship, education, and service.*
4. It is our hope and intent that the members of the congregation shall experience a rich fellowship with each other, bridging age, gender, and cultural differences.
 - *We desire to create opportunities for deeper spiritual intimacy and vulnerability with one another.*
5. It is our hope and intent that as many members as possible be actively involved in the life and work of the church, so that each may exercise his/her unique ministry for the upbuilding of people and the spreading of the gospel.
 - *We engage members in volunteer opportunities throughout the church and strive to equip ministry leaders throughout the congregation.*
6. It is our hope and intent that this congregation will exhibit its Christian compassion to those outside who are in need, both dispensing charity to victims and attacking those structures which victimize.
 - *We seek racial reconciliation and political, economic, and societal justice for all people.*
7. It is our hope and intent that we shall discover ways in which we can deepen our Christian identity while yet being open to enriching contact with people of other traditions.
 - *We welcome dialogue with denominations, religions, and ideologies outside of our own.*
8. It is our hope and intent that our building be used for worship of God and service to others.
 - *We recognize that the character of our space influences how we worship and serve; we choose materials, enhancements, and programming with intentionality and a passion for creation care.*
9. It is our hope and intent that the organization and functioning of the church will be in accord with contemporary needs and sensibilities, and that decisions will be arrived at openly.
 - *We seek open and honest communication at all levels of the church's work.*
10. It is our hope and intent that this congregation will be a clear witness concerning Christ and the comprehensive gospel of God's Kingdom to the world about.
 - *We commit to service and partnerships that show the hands and feet of Jesus to our neighbors, near and far.*

Our ministry teams are now using the "Our Community Covenant" document as the basis for planning. For detailed information about our discernment process, see <http://www.churchoftheservantcrc.org/about/crossing-over-updates/>.

Describe what being Christians of Reformed accent means to you:

At Church of the Servant, we carry out life together with gratitude for the creeds and Reformed confessions and the way they orient us to God's triune majesty, to the lavish grace God offers us through Jesus, and to the authority of scripture. We are grateful for how those themes are articulated in the Contemporary Testimony, and we are especially eager to explore how those themes call us to engage contemporary life and culture in redemptive ways.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

Though Church of the Servant is firmly rooted in the Reformed tradition, in some ways we have often looked and felt different from most churches in the CRC. The contrast likely arises from our beginnings as a church passionately seeking change—more intimate fellowship, more relevant engagement with social justice issues, and worship that used everyone's gifts.

The differences between COS and other CRC congregations were most noticeable in our first decade or two, when worship services were fairly uniform across the denomination and ours intentionally deviated from the norm. For example, our worship style is liturgical, we celebrate the Lord's Supper weekly, we come forward and form circles to participate in Communion, we use a variety of musical instruments and styles but do not have an organ, we follow the seasons of the church year, and our services have a combination of formality and informality. Because of our use of the liturgy, COS has often served as a home within the CRC for those from more liturgical Christian backgrounds, such as Lutheran or Roman Catholic churches.

At the same time, COS has a very close relationship with the denomination and with Calvin College and Calvin Theological Seminary. Many of our members are faculty or staff members at the college or seminary. Others of our members are on staff with denominational agencies and ministries, including World Renew, the Office of Social Justice, and Chaplaincy & Care. We support missionaries through Christian Reformed World Missions and partner agencies, including some missionaries from our own church family. And members of our congregation have served on various synodical committees and task forces.

Because our building is within walking distance of the Calvin campus, we also attract many students to our worship services—both the standard English services and the Basic English Service—and we try to get them involved in the life of the church, whether in music or education or fellowship.

Finally, COS has often found itself in a position of leadership within the denomination because of our commitment to certain ideas and principles, such advocating for women in church leadership, incorporating the arts in worship, combating racism and other injustices, and welcoming children at the Lord's Supper.

Identify some of the cultural challenges facing Christians and Christian churches today:

The cultural challenges that Christians and churches in North America face vary widely depending on the backgrounds and circumstances of the people. Even for those of us who belong to Church of the Servant, the answers to this question will vary. For example:

- For some of us, the most significant cultural challenges involve getting to know U.S. culture and negotiating the legal system to help others from our home countries join us here.
- For others of us, the most significant cultural challenges involve the growing pull away from church life we see among the “nones,” who may be our friends, our peers, and our children and grandchildren.
- Still others may point to cultural challenges such as secularization, relativism, consumerism, political polarization, systemic racism, and LGBTQ+ issues and same-sex marriage.

Our adult education sessions on Sunday mornings and Wednesday evenings give us the opportunity to discuss topics like these.

What have been the three most important events in the history of your church?
Congregational milestones:

1973 — Church of the Servant was officially organized as a congregation of the Christian Reformed Church. The congregation grew out of a loosely organized group of worshippers called Fellowship of the Acts.

1983 — On Pentecost Sunday, Jack Roeda became the church’s second pastor after the painful departure of our first pastor, John Vriend, a year earlier. As the church grew, it continued to uphold the vision of having as many members as possible actively involved in the life of the body.

1994 — For its first two decades, Church of the Servant met for worship in rented spaces. Eventually, after much deliberation, the congregation put down roots and constructed a building. The original portion of our building was dedicated in January 1994. The building’s architecture and design carefully reflect the character of the congregation. The worship space is centered on a tree of life, with a “village square” surrounding it and an exterior representing the diversity of the community. With expanding membership and limited classroom, outreach, and fellowship space, the congregation built an addition to the church building in 2006. The new portion houses our main entry, café area, fellowship space, Basic English Service worship space, the ARTery, classrooms, and youth room. In 2017, our building received the EPA’s Energy Star certification, thanks to the efforts of our Facilities and Creation Care teams. For more about our building, see the Facilities page: <http://www.churchoftheservantcrc.org/about/facilities/>.

2009 — Church of the Servant desires to welcome, enfold, and disciple people of all cultures and language groups. As a natural extension of our longtime work in refugee resettlement and teaching ESL, and in recognition of the large and growing community of immigrants living in the

Camelot neighborhood across the street from our church, we started a worship service for English language learners. Known as the Basic English Service, or BES, this body includes new immigrants to the United States, international college and seminary students, longer-term internationals, and American-born members. Through a variety of worship styles, art, and music, the worshippers are encouraged to believe, confess Christ as Savior and Lord, and become members of Christ's church. The BES community has become an important part of who COS is today, and we expect it will continue to play an important role in shaping our future.

Leadership:

How many council members does your church have? 10 elders, 10 deacons

What is the length of term for council members? 3 years

How often does the full council meet? Monthly

What subgroups of council exist, how do they function and how often do they meet?

The church is divided into eight parishes, plus our Basic English Service. Each parish has an elder, a deacon, and parish care partners. We have a chair of council, of elders, and of deacons. Once a month the elders, deacons, and parish care partners meet together, then meet separately. The executive team (three chairs, minister of administration, and pastor) also meet monthly.

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